

**Asian Development Bank  
External Forum on Gender and Development  
Second Session – 5-7 June 2002  
Outcome of Meetings**

**I. Introduction**

1. The External Forum on Gender and Development (EFG) of the Asian Development Bank (ADB) held its second session at ADB Headquarters on 5-7 June 2002. The session included meetings with President Chino, Vice President Eichenberger and senior staff, lunches with members of the Board of Directors and staff, and several working sessions. The EFG members who attended are listed in Appendix 1. The agenda of meetings is included in Appendix 2. This document summarizes and reports on the main outcomes of the session, including issues considered by the EFG and related recommendations to ADB, and conclusions reached by the EFG concerning its role and future activities.

2. The members of the EFG first wish to express their appreciation to the Management, Board members and staff of ADB who made themselves available for meetings, lunches and other gatherings. The EFG benefited greatly from the full and frank exchange of views, and came away with a much better understanding of ADB's strategic direction, reorganized structure and policy commitments, particularly relating to gender and development (GAD). The EFG also appreciated the suggestions it received from ADB Management and senior staff as to how it could effectively support ADB's gender-related work. In particular, EFG members wish to thank President Chino for meeting with them to discuss mutual concerns, and for his commitments to poverty reduction and gender equality.

**II. Issues and Recommendations**

**A. Gender Mainstreaming**

3. The EFG welcomes the commitment of ADB to gender mainstreaming under its Policy on GAD. However, the EFG is concerned about a number of aspects of the implementation of the policy. In general, the EFG is of the view that gender mainstreaming does not obviate the need for a core group of gender experts within ADB and for adequate specialized technical gender expertise in the Regional Departments. More specifically, the EFG is concerned (a) about the lack of visibility of gender in ADB's reorganized structure; (b) about the very limited number of ADB staff with specific gender expertise, and the fact that there are such specialists in only two of the five Regional Departments; and (c) that notwithstanding the institutional commitment to gender mainstreaming and the evident willingness of many ADB staff to give effect to the Policy on GAD, there does not appear to be a consistent understanding of the meaning of gender and its relevance to some development issues and activities, or how gender concerns can be most effectively integrated in ADB strategies, programs and loans.

4. The EFG therefore recommends that ADB give serious consideration to (a) increasing the visibility of gender in the bank by establishing a designated gender unit; (b) ensuring that more staff with dedicated gender expertise are appointed, and in

particular that each Regional Department have at least one such staff member; (c) ensuring that local gender specialists continue to be assigned to Resident Missions; (d) introducing regular gender sensitization training for operational staff at all levels (and more technical gender training for all social development specialists), and drawing on successful experience in gender mainstreaming in ADB to stimulate further progress of this sort; (e) ensuring that selection and promotion criteria for staff include knowledge of the relevance of gender issues to the work responsibilities of the position; and (f) ensuring that evaluations of operational staff – particularly the heads of country and project teams, divisions and departments – include indicators that bear on how well gender mainstreaming is being implemented in their areas of responsibility. In addition, the EFG encourages ADB Management and senior staff to emphasize the importance of gender mainstreaming to the bank's mission of poverty reduction, and to develop effective incentives for staff to incorporate gender concerns in their operational work.

## **B. Millennium Development Goals and a Rights-Based Approach to Development**

5. The EFG welcomes ADB's endorsement of the Millennium Development Goals (MDGs) as a comprehensive rights-based development agenda and central component of its poverty reduction strategy. The EFG notes in particular that addressing gender inequalities is a significant part of those goals. Virtually all of ADB's member countries have accepted one or more international human rights instruments which are relevant to the achievement of gender equality and poverty reduction, and which are reflected in the MDGs in important respects. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the Child (CRC). The EFG endorses this rights-based approach to development.

6. In light of ADB's support of a rights-based approach through endorsement of the MDGs, and the commitment of its member countries to international human rights standards, the EFG recommends that ADB might play a more proactive role in assisting member governments to implement more effectively their international treaty commitments. This could be done by (a) ensuring that ADB staff (including those in Resident Missions) are aware of the human rights standards that have been accepted by member countries, and raise these issues in their discussions and negotiations with governments; (b) ensuring that ADB staff take these standards into account in the design of loan programs and projects; and (c) ensuring that specific covenants are included in loan documents to enhance the implementation of the borrower's specific international commitments.

## **C. ADF VIII Commitments on Gender**

7. The EFG strongly supports the commitments on gender and development which ADB made in connection with the last replenishment of the Asian Development Fund (ADF VIII). However, the EFG is concerned about the lack of progress in meeting the commitment to increase the number of loans that directly promote gender equality. Since that commitment also supports ADB's Poverty Reduction Strategy and Policy on GAD, it is important for ADB to consider ways to increase the number of loans that directly address gender concerns. ADB's gender mainstreaming approach also calls for an increase in loans that include strong gender analysis and project design to address women's concerns and enable their participation, regardless of the way the loans are classified. The EFG also encourages ADB to incorporate gender concerns in its grant-

based activities, including the various special funds that are being set up to support poverty reduction.

8. The EFG recommends that the Regional Departments set goals and a timetable for increasing the number of loans that have gender and development as a thematic classification, and additional goals for increasing the number of loans in which gender concerns are mainstreamed. The EFG looks forward to following the progress of the Regional Departments in working toward these goals and other commitments under ADF VIII and the Policy on GAD.

#### **D. Partnerships with Other International Agencies and Bodies**

9. The EFG welcomes the partnerships into which ADB has entered with other international organizations and agencies – such as UNDP and ILO – and the fact that a number of cooperative activities have had a specific gender focus. (For example, ADB and UNDP recently collaborated to publish the first compilation of gender statistics in Uzbekistan.) The EFG also strongly supports ADB's application for observer status in the United Nations. The EFG considers that cooperation with these other partners offers significant opportunities for advancing the closely related goals of gender equality and poverty reduction.

10. The EFG recommends that ADB strengthen the gender focus in its cooperation with other international organizations, and explore further opportunities for cooperative activities with other international partners. In particular, the EFG recommends that the ADB establish a relationship with the United Nations human rights treaty bodies, through the UN High Commissioner for Human Rights. The opportunities for cooperation could include (a) participation by ADB in relevant meetings of key human rights committees (such as the CEDAW and CRC Committees) to provide specific information on countries whose reports are being reviewed; and (b) ensuring that the concluding observations or comments of the committees on reports of member countries are made available to ADB country teams, and are incorporated in the analysis of country situations, policy dialogue with governments, and design of projects and programs.

11. The EFG was also pleased to hear of ADB's involvement in preparations for the World Summit on Sustainable Development to be held in Johannesburg, South Africa, beginning in late August. The EFG encourages ADB to ensure that gender concerns are integrated in any commitments and follow-up activities related to the World Summit.

#### **E. Support for National Women's Ministries**

12. The EFG is concerned that ADB's policy dialogue and negotiations with member governments, being generally channeled through ministries of finance, may marginalize those ministries or other public bodies concerned with gender equality issues. This could mean that priority would be given to projects that do not respond to the priority concerns of gender equality and poverty reduction, or that gender issues would be addressed at a late stage, if at all, as a supplement rather than an integral part of a program or project.

13. The EFG urges ADB to explore ways in which national women's ministries or agencies could be more regularly involved at an early stage in policy dialogue and negotiation of country strategies, programs and projects. The EFG also recommends

that ADB expand its efforts to build the capacity of these ministries to take part in such discussions, for example, by organizing seminars for officials from these ministries on the work of ADB and its relevance to their mandates to give an official voice to women's concerns, and on women's international human rights standards.

#### **F. Support for Civil Society Groups Addressing Women's Concerns**

14. The members of the EFG, from their involvement with civil society groups in their own countries, recognize a need to ensure that women's concerns are fully reflected in all of ADB's consultations with civil society representatives. However, there is also a need to build the capacity of non-governmental organizations (NGOs) and community-based organizations (CBOs) that represent and address women's concerns to understand the role of ADB and other external development agencies, and to engage effectively with these agencies as well as their own governments on gender issues.

15. The EFG recommends that ADB, through its new NGO Center, Resident Missions and country teams, take affirmative steps to include NGOs and CBOs representing women and working on gender issues in all consultations on ADB policies, country strategies and programs, and specific projects and programs. This would also include reviews of existing policies, such as the ongoing review of ADB's inspection function. The EFG also strongly recommends that ADB find appropriate mechanisms to build the capacity of these NGOs and CBOs to understand ADB's role in relation to their countries, so that they can play a more active part in consultations with ADB, other external agencies and their governments on matters of concern to women.

#### **G. Women Staff**

16. The EFG also wishes to express its interest in the situation of professional women working at ADB, and in the human resource policies used to attract and retain them. The EFG is particularly concerned about the very small number of senior women in ADB, which sends an unfortunate message to member countries and civil society. The EFG was advised that there are currently only five women at director level or higher, and only two women on the Board of Directors. While ADB has steadily increased the number of professional women in its staff, the bank's institutional culture still appears to be predominantly male, which could affect ADB's efforts to recruit, retain and promote more women.

17. The EFG recommends that ADB consider additional strategies to support women and to advance them through its ranks to senior levels and/or to recruit senior women from outside. It requests that an update be provided on this issue at the next EFG session in mid-November.

### **III. EFG Role and Future Activities**

18. During its second session, the EFG also gave further consideration to its role, and in particular, to how it might be most useful and effective in supporting ADB's commitment to mainstream gender concerns in all of its operational activities. To this end, the EFG finalized its terms of reference, which are included in Appendix 3.

19. During this session, the EFG also developed a preliminary work program, which is outlined in Appendix 4. Included in the work program are two seminars to be

organized by EFG members for ADB staff on gender issues relevant to ADB operations. The proposed topics for these seminars are (a) gender and macroeconomic policy, and (b) gender and post-conflict reconstruction. It is expected that these seminars will be held in conjunction with the EFG's next session. Over the next months, the EFG will also follow up on specific suggestions from senior staff to provide input on particular ADB activities related to GAD. In the future, EFG members may also be asked to serve as resources for gender training of ADB staff and government officials.

20. Finally, the EFG agreed on 11-14 November as tentative dates for its third session. As noted above, EFG members will be planning two seminars for ADB staff to coincide with this session. Several other matters in the EFG work program will also be discussed at that time. In addition, the EFG has requested an opportunity to meet with the local gender specialists currently assigned to several of the Resident Missions, either during the November session or at a future session.

21. The EFG looks forward to working constructively with ADB's Management and staff to enhance the bank's efforts to support poverty reduction and promote gender equality in its developing member countries.

**Asian Development Bank  
External Forum on Gender and Development**

- |     |                         |   |                |
|-----|-------------------------|---|----------------|
| 1.  | Dona Abdurazakova       | - | Uzbekistan     |
| 2.  | Sundar Burra            | - | India          |
| 3.  | Andrew Byrnes           | - | Australia      |
| 4.  | Christine Chinkin       | - | United Kingdom |
| 5.  | Savitri Goonesekere     | - | Sri Lanka      |
| 6.  | Caren Grown             | - | United States  |
| 7.  | Imrana Jalal            | - | Fiji           |
| 8.  | Patricia Licuanan       | - | Philippines    |
| 9.  | Khunying Supatra Masdit | - | Thailand       |
| 10. | Yukiko Oda              | - | Japan          |
| 11. | Najma Sadeque           | - | Pakistan       |
| 12. | Shen Mingming           | - | PRC            |
| 13. | H.E. Mu Sochua          | - | Cambodia       |

**Asian Development Bank  
External Forum on Gender and Development  
5-7 June 2002 Session**

**Final Agenda**

**DAY 1 – 5 June 2002**

- 9:00        **Welcome Breakfast and Introductions**  
B. Prakash (Director, RSPR) and S. Lateef
- 9:30        **Discussion of Proposed Agenda** – EFG members, S. Lateef
- 10:00       **Initial EFG Working Session** (including internal report on external gender advisory groups at World Bank and IDB; initial discussion of EFG's role and possible future activities)
- 12:00       Lunch with B. Prakash, RSPR staff and selected staff (PDR 6)
- 1:30        **Update on GAD Activities and Reorganization** – S. Lateef
- 2:30        **Meeting with RSDD Directors**
- 3:30        **Meeting with Vice President Eichenberger**
- 4:30        **EFG Working Session** (continued)
- 5:30        Close
- 7:00        Dinner at Patricia Licuanan's (transport provided from hotel)

## DAY 2 – 6 June 2002

- 9:00 **Briefing and Discussion on Strategic Directions and Business Processes in the Reorganized ADB** – S. Bajpai (Director, SPMS) and C. Maccormac (Director, SPPI)
- 10:30 **Meeting with Director Generals of Regional Departments**
- 12:00 Lunch with senior ADB staff in operations (PDR 6)
- 1:30 **EFG Working Session** (including discussion of issues, possible recommendations and future activities)
- 3:00 **Coffee with President** (PDR 5)
- 4:00 **EFG Working Session** (continued)
- 5:00 Close
- 5:30 Cocktails hosted by Vice President Eichenberger (PDRs 2 and 3)

## Day 3 – 7 June 2002

- 9:00 **Administrative Matters** – S. Lateef
- 10:00 **EFG Working Session** (including outline of issues and recommendations for outcome document)
- 12:00 Lunch with Board members (PDR 6)
- 1:30 **EFG Working Session** (continued – group work on terms of reference, outcome document and planning of seminars for next session)
- 3:30 **Discussion of Draft Paper on Implementation of GAD Policy** – EFG members, S. Lateef
- 4:30 **Wrap-up Meeting** – EFG members, B. Prakash and S. Lateef
- 5:00 Close

**Asian Development Bank  
External Forum on Gender and Development  
Terms of Reference**

1. The main functions of the External Forum on Gender and Development (EFG) are to:

- (a) advise the Asian Development Bank (ADB) on critical gender issues in Asia and the Pacific, and related research, policy developments and advocacy that may be relevant to ADB;
- (b) provide a forum for dialogue between ADB and different sectors of civil society on ADB's approach and program of activities to address gender equity;
- (c) share information about ADB's Policy on Gender and Development (GAD) and progress in its implementation with key stakeholders in member countries;
- (d) facilitate discussion with senior ADB officials and offer suggestions for more effective implementation of ADB's Policy on GAD;
- (e) advise ADB on innovative and comparative approaches, good practices and lessons related to gender mainstreaming which could be incorporated in ADB financing strategies, programs and projects; and
- (f) provide general guidance to ADB on improving the status of women in Asia and the Pacific in conformity with international human rights norms which member countries have accepted.

2. The EFG consists of 10 to 15 experts on GAD and women's rights from different ADB member countries, and representing a variety of disciplines and perspectives. EFG members serve for three years, subject to renewal. After the first three years, new appointments to the EFG will be staggered, and not more than one-half of the members will change in any one year. ADB will appoint new members in consultation with the existing EFG. When new members are appointed, the following should be considered: geographical diversity and balance; expertise in gender research or gender issues; and demonstrated commitment to gender equality and the empowerment of women. The EFG shall select a chairperson from among its members who will serve for one year (or the equivalent of two meetings). The EFG will meet 2 times a year.

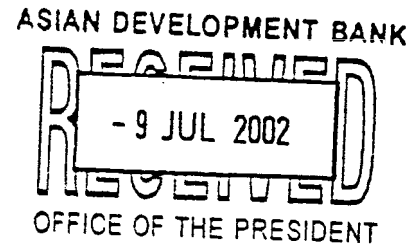
3. ADB's responsibilities to the EFG include:
  - (a) facilitating EFG meetings, including proposing meeting dates and an agenda, assembling relevant background documents, arranging briefings and discussions with ADB staff, providing secretariat services, and related support;
  - (b) reimbursing EFG members for travel costs and providing a fixed per diem to cover hotel and other expenses during EFG meetings; and
  - (c) ensuring that EFG recommendations are shared with ADB Management and relevant staff, and informing EFG members periodically of developments related to ADB's Policy on GAD.
  
4. The responsibilities of EFG members to ADB include:
  - (a) participating in EFG meetings, subject to other outstanding commitments;
  - (b) producing an outcome document at the end of each meeting for submission to ADB's President and senior staff;
  - (c) being available, individually or collectively, to advise ADB on specific gender issues in Asia and the Pacific, and to provide feedback on particular ADB activities related to GAD;
  - (d) periodically convening seminars for ADB staff on gender issues relevant to ADB's operations; and
  - (e) facilitating greater dialogue and cooperation between ADB and members of civil society in order to improve gender equity in development and promote women's rights.

**Asian Development Bank  
External Forum on Gender and Development  
Indicative Program of Activities  
(June – November 2002)**

Activity	EFG Focal Point	ADB Focal Point
Organize two seminars for ADB staff to coincide with next EFG session (11-14 November 2002): (1) Gender and Macroeconomics (2) Gender and Post-Conflict Reconstruction	(1) C. Grown (2) Supatra M./C. Chinkin/P. Licuanan/M. Sochua	S. Lateef, counterparts from ERD and RDs
Provide feedback on various GAD activities at ADB, including review of grant-funded local gender specialists in resident missions, and proposals for gender/poverty fund and gender-related technical assistance	Various members	S. Lateef
Provide input on ADF VIII progress report (on gender-related commitments)	C. Grown	C. Maccormac, S. Lateef
Review ADB MOUs with ILO and WTO and consider ways to sharpen gender focus in cooperative activities under these MOUs (for discussion at next session)	Various members	C. Maccormac
Examine MDGs and related indicators and targets for Asia, and consider ways for ADB to operationalize (for discussion at next session)	Various members	C. Maccormac
Monitor preparations for World Conference on Sustainable Development and consider ways for ADB to integrate gender concerns in its follow-up activities (for discussion at next session)	Y. Oda	S. Lateef
Facilitate dissemination to ADB country teams of recent reports and concluding comments of CEDAW Committee relating to ADB member countries	S. Goonesekere/ A. Byrnes	S. Lateef
Review gender-related covenants in selected ADB loan documents and plan related seminar for ADB lawyers	A. Byrnes/C. Chinkin/S. Goonesekere/I. Jalal	P. Daltrop
Future activities (to be discussed further at next session): <ul style="list-style-type: none"> <li>• Provide input on gender assessment and gender strategy for a Country Strategy and Program under preparation</li> <li>• Explore opportunities for collaboration with resident missions</li> <li>• Act as resource for gender training of ADB staff and government officials</li> </ul>	Various members	S. Lateef

28 June 2002

Mr. Tadao Chino  
President  
Asian Development Bank  
6 ADB Avenue  
Mandaluyong City  
Metro-Manila  
Philippines



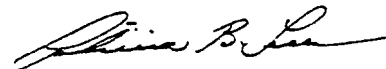
Re: ADB External Forum on Gender and Development –  
Outcome Document from 5-7 June 2002 Session

Dear President Chino:

On behalf of the members of ADB's External Forum on Gender and Development, I want to thank you again for meeting with us on 6 June to discuss our mutual interests and concerns related to ADB's efforts to reduce poverty and promote gender equity in Asia and the Pacific. We deeply appreciate the opportunity to discuss these matters frankly and informally with you. As we mentioned in our meeting, we have summarized the conclusions of our 5-7 June meetings with ADB Management and staff in an outcome document, and have also finalized our terms of reference and drawn up a work program for the next six months. The outcome document – with our terms of reference and work program attached – is enclosed for your consideration. We would appreciate it if the outcome document and attachments could also be circulated to the Board of Directors, Vice Presidents and senior staff (including Resident Representatives in the Resident Missions) for their information.

As indicated in the enclosed document, we have tentatively set 11-14 November as the dates of our next session. In conjunction with that session, we also plan to organize two seminars for ADB staff on (1) gender and macroeconomics, and (2) gender and post-conflict reconstruction. We would also welcome the opportunity to meet with you again in November, to give you an update on our activities and to discuss how we might further support ADB's efforts to mainstream gender concerns, particularly in its work on poverty reduction.

Very truly yours,



Patricia Licuanan  
Chair  
External Forum on  
Gender and Development

Encl.

cc: Mr. B. Prakash  
Ms. S. Lateef  
External Forum members